Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

September 15, 2010

Également disponible en français

This Year Marks the 110th Anniversary of the Labour Program

The program has gone through many changes since it was first established as the Department of Labour under the *Conciliation Act of 1900*. Throughout its long history, it has remained true to its fundamental mission, a mission that is as relevant to the dynamic Canada of 2010 as it was to the young nation of 1900.

The *Workplace Bulletin,* issued by the **Labour Program,** is published twice monthly. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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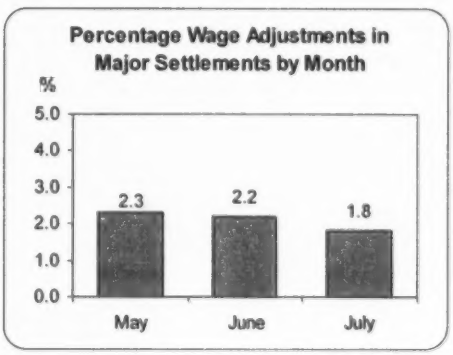
Wage Settlements

Covering 500 or More Employees

July 2010

Major collective bargaining settlements reached in July 2010 provided base-rate wage adjustments averaging 1.8% annually over the contract term. The results are based on a review of 15 agreements and cover 19,850 employees.



When the parties to these settlements previously negotiated, contract duration averaged 36.9 months and the resulting wage adjustments averaged 3.2%, compared to the 1.8% in their current round of settlements and average contract duration of 41.1 months.

In July, wage adjustments averaged 1.3% in the public sector and 2.2% in the private sector. The higher average increase in the private sector was due in part to 2 Ontario construction agreements which provided 3,000 construction workers with wage adjustments averaging 2.8%. The lower average wage adjustment in the public sector was due to the BC Hydro and BC Assessment Authority contracts subject to a wage freeze.

Canada

Two noteworthy private sector settlements in July were: Vale and its 2,940 mining and refinery employees who settled for an average annual increase of 1.9% over 6 years, and Essar Steel Algoma and its 3,500 production employees who agreed on an average annual adjustment of 2.2% over 3 years. Noteworthy public sector settlements in July were: BC Hydro and 2,000 office employees subject to a wage freeze, and the 3 VIA Rail Canada inc. settlements with 2,680 employees (off-train, on-board, shopcraft) for wage gains averaging 2.2% over 3 years.

On a jurisdiction basis, the largest concentration of employees and the highest average wage adjustment were in Ontario (5 agreements providing 10,120 employees with an average adjustment of 2.3%); after a 12-month work stoppage, Vale and its 2,940 mining and refinery employees (mentioned above), settled for an average annual increase of 1.9% over 6 years. The smallest average adjustment was in Alberta (Grant MacEwan College, a single agreement subject to a wage freeze). In the federal jurisdiction, wage adjustments averaged 1.9%.

On an industry basis, wage adjustments in July ranged from a wage freeze in the utilities sector to a high of 2.8% in the construction sector. The largest concentration of employees (32.4%) was in the manufacturing sector where wage adjustments averaged 2.0%.

Wage adjustments this year-to-date (January through July 2010) averaged 2.1%, results from 163 agreements covering 418,990 employees. Public sector wage adjustments in this time period averaged 2.0% and private sector adjustments averaged 2.2%. The upcoming Government of Quebec tentative settlements (1.2% increase for 390,000 employees) will exert downward pressure on the public sector average and the aggregate average annual wage figure once those agreements are signed and reported in our wage series.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2010		
	May	**June**	**July**
Sectors			
Public Sector	1.6	2.0	1.3
Private Sector	2.4	2.5	2.2
All Industries/Jurisdictions			
Average Annual Adjustment	2.3	2.2	1.8
Non-COLA	2.3	2.2	1.7
COLA	-	2.1	2.0
First-Year Adjustment	2.2	1.6	0.9
Non-COLA	2.2	1.4	1.2
COLA	-	2.2	0.3

	2010		
	May	**June**	**July**
Industries			
Utilities	-	-	0.0
Construction	2.5	2.4	2.8
Manufacturing	1.7	0.9	2.0
Wholesale and Retail Trade	-	4.3	-
Transportation	1.5	2.0	2.0
Information and Culture	-	-	1.7
Finance and Professional Services	2.7	3.5	-
Education, Health and Social Services	2.5	1.9	1.2
Public Administration	1.2	2.5	1.7
Jurisdictions			
Newfoundland and Labrador	1.7	-	-
Prince Edward Island	-	1.9	-
Quebec	-	2.0	-
Ontario	2.4	2.3	2.3
Manitoba	-	-	1.4
Saskatchewan	3.0	2.4	1.8
Alberta	1.7	2.2	0.0
British Columbia	0.0	0.0	0.0
Territories	2.2	2.2	-
Public Service Labour Relations Act	-	-	-
Canada Labour Code, Part I	1.9	2.2	1.9
Federal Jurisdiction	1.9	2.2	1.9

Average Annual Percentage Wage Adjustments by Quarter

	2009		2010	
	3rd	4th	1st	2nd
Sectors				
Public Sector	2.2	2.3	2.2	1.8
Private Sector	1.6	1.6	1.9	2.4
All Industries/Jurisdictions				
Average Annual Adjustment	1.9	2.1	2.1	2.0
Non-COLA	2.0	2.1	2.1	2.0
COLA	0.8	1.8	1.5	2.0
First-Year Adjustment	1.8	2.1	2.1	1.8
Non-COLA	1.9	2.2	2.1	1.8
COLA	0.0	1.7	1.5	2.1
Industries				
Primary Industries	-	-	0.8	-
Utilities	3.0	2.5	2.9	0.0
Construction	4.2	2.5	2.1	2.4
Manufacturing	1.2	1.2	1.2	1.3
Wholesale and Retail Trade	1.9	1.7	1.9	4.3
Transportation	0.3	2.1	3.6	1.9
Information and Culture	3.1	1.9	0.0	-
Finance and Professional Services	2.9	2.2	-	3.1
Education, Health and Social Services	2.7	2.4	2.1	2.4
Entertainment and Hospitality	1.9	-	2.4	1.2
Public Administration	2.0	2.4	2.8	1.0
Jurisdictions				
Newfoundland and Labrador	-	-	1.1	1.7
Prince Edward Island	-	-	-	1.9
Nova Scotia	3.4	2.3	2.1	-

	2009		2010	
	3rd	4th	1st	2nd
Jurisdictions (continued)				
New Brunswick	6.0	-	2.6	-
Quebec	-	2.1	1.9	1.3
Ontario	2.2	1.9	2.0	2.4
Manitoba	-	2.4	3.3	-
Saskatchewan	4.8	-	-	2.0
Alberta	4.5	4.3	5.6	2.7
British Columbia	2.9	3.0	0.2	0.0
Territories	-	-	-	2.2
Multiprovince	3.0	0.0	-	-
Public Service Labour Relations Act	1.7	1.7	-	-
Canada Labour Code, Part I	0.3	1.9	1.9	2.1
Federal Jurisdiction	0.8	1.8	1.9	2.1

Average Annual Percentage Wage Adjustments by Year

	2007	2008	2009	2010
Sectors				
Public Sector	3.4	3.5	2.5	2.0
Private Sector	3.2	2.5	1.8	2.2
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	3.2	2.4	2.1
Non-COLA	3.3	3.4	2.4	2.1
COLA	3.4	1.7	2.3	2.0
First-Year Adjustment	3.9	3.6	2.5	1.9
Non-COLA	3.9	3.8	2.6	1.9
COLA	3.5	1.9	1.9	1.6

	2007	2008	2009	2010
Industries				
Primary Industries	4.6	4.3	2.5	0.8
Utilities	3.9	2.3	3.0	0.6
Construction	3.4	5.4	3.7	2.4
Manufacturing	2.5	1.1	1.6	1.5
Wholesale and Retail Trade	2.4	2.8	1.8	3.1
Transportation	2.7	3.1	1.1	2.2
Information and Culture	3.0	2.0	2.1	1.1
Finance and Professional Services	3.6	2.8	2.6	3.1
Education, Health and Social Services	3.5	3.8	3.0	2.2
Entertainment and Hospitality	3.3	1.9	2.0	2.2
Public Administration	3.4	2.7	2.1	1.1
Jurisdictions				
Newfoundland and Labrador	1.6	5.0	5.0	1.3
Prince Edward Island	2.8	3.0	3.6	1.9
Nova Scotia	3.0	4.0	2.9	2.1
New Brunswick	2.5	3.7	6.0	2.6
Quebec	3.2	2.4	2.2	1.6
Ontario	3.1	2.6	2.4	2.3
Manitoba	3.0	3.4	2.9	3.1
Saskatchewan	4.1	5.1	5.0	2.0
Alberta	4.9	4.8	4.5	3.7
British Columbia	3.0	2.5	3.0	0.1
Territories	3.0	4.4	2.4	2.2
Multiprovince	3.0	-	2.1	-
Public Service Labour Relations Act	2.8	2.9	1.7	-
Canada Labour Code, Part I	2.7	2.9	1.2	2.1
Federal Jurisdiction	2.8	2.9	1.6	2.1

***Note:** Data for 2010 cover the months of January through July.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1990

Year	Public	Private	Both Sectors
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.2	2.5
2007	3.4	3.2	3.3

Year	Public	Private	Both Sectors
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	2.0	2.2	2.1

***Note:** Data for 2010 cover the months of January through July.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 251KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in July 2010

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Utilities				
BC Hydro province-wide, British Columbia Canadian Office and Professional Employees Union (CLC) office employees; technical employees	2,000	0.0	24.0	Mar 31, 2012
1 agreement	**2,000**	**0.0**	**24.0**	
Construction				
Greater Toronto Sewer and Watermain Contractors Association Toronto and other centres, Ontario International Union of Operating Engineers (AFL-CIO/CLC) heavy equipment operators	1,000	2.7	36.0	Apr 30, 2013

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Construction (continued)				
Toronto and Area Road Builders Association Toronto and area, Ontario Teamsters Canada (CtW/CLC); Laborers' International Union of North America (CtW) labourers; truck drivers; heavy equipment operators	2,000	2.8	36.0	Apr 30, 2013
2 agreements	**3,000**	**2.8**	**36.0**	
Manufacturing				
Essar Steel Algoma Sault Ste. Marie, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees	3,500	2.2*	36.0	Jul 31, 2013
Vale Sudbury and Port Colborne, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) smelting and refinery employees; mine employees	2,940	1.9*	72.0	May 31, 2015
2 agreements	**6,440**	**2.0**	**52.4**	
Transportation				
Jazz Air LP system-wide, Multiprovince Canadian Flight Attendants Union (Independent-natl.) flight attendants	760	1.4	72.0	Jun 30, 2015
VIA Rail Canada Inc. system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) off-train employees	1,110	2.2	36.0	Dec 31, 2012

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Transportation (continued)				
VIA Rail Canada Inc. system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) on-board services employees	860	2.2	36.0	Dec 31, 2012
VIA Rail Canada Inc. system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) shopcraft employees	710	2.2	36.0	Dec 31, 2012
4 agreements	**3,440**	**2.0**	**44.0**	
Information and Culture				
Groupe TVA Inc. Montréal, Quebec Canadian Union of Public Employees (CLC) broadcast and television employees; office employees and technicians	1,000	1.7*	36.0	Dec 31, 2012
1 agreement	**1,000**	**1.7**	**36.0**	
Education, Health and Social Services				
Government of Saskatchewan province-wide, Saskatchewan Canadian Union of Public Employees (CLC) non-medical employees; technical employees	690	1.8	36.0	Sep 30, 2012
Grant MacEwan College Edmonton, Alberta MacEwan Staff Association (Independent-local) office employees; technical employees; maintenance employees	700	0.0	12.0	Jun 30, 2011

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Education, Health and Social Services (continued)				
Red River College Winnipeg, Manitoba Manitoba Government and General Employees' Union (CLC) instructors; office employees; technical employees	1,300	1.4	48.3	Jun 28, 2013
3 agreements	**2,690**	**1.2**	**35.7**	
Public Administration				
Regional Municipality of Niagara Police Services Board Niagara Falls, Ontario Niagara Region Police Association (Independent-local) police officers	680	3.2	36.0	Dec 31, 2011
British Columbia Assessment Authority province-wide, British Columbia Canadian Union of Public Employees (CLC) office employees and technicians	600	0.0	24.0	Dec 31, 2011
2 agreements	**1,280**	**1.7**	**30.4**	
Total				
Agreements with COLA - 3 agreements	**7,440**	**2.0**	**50.2**	
Agreements without COLA – 12 agreements	**12,410**	**1.7**	**35.6**	
All Agreements - 15 agreements	**19,850**	**1.8**	**41.1**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Saskatchewan				
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Multiprovince				
Canada Revenue Agency	PSAC	33,160	B	Oct 10
Government of Canada	Various unions	14,770	B	Nov 09–Aug 10
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Federal Jurisdiction, Private Sector				
Multiprovince				
Canadian National Railway Company	Teamsters Canada	2,700	CO	Jul 10
NAV CANADA	IBEW/ CAW-Canada	1,620	B	Aug 09/Apr 10
Quebec				
Maritime Employers Association	CUPE	830	B/WS	Dec 08
British Columbia				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector				
Prince Edward Island				
Government of Prince Edward Island	UPSE	1,950	ARB	Mar 10
Prince Edward Island Department of Health	IUOE/UPSE	1,610	ARB	Mar 09
Nova Scotia				
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Nova Scotia Association of Health Organizations	NSNU	3,580	B	Oct 09
Government of Nova Scotia	CUPE	1,650	B	Oct 09
Halifax Regional School Board	CUPE	770	B	Jul 09
New Brunswick				
Government of New Brunswick	NBUPPE/CUPE	11,040	B/TENT	Dec 08– Feb 09– Dec 09–Mar 10
Quebec				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B/MED/ TENT	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B/MED/ TENT	Mar 10
Gouvernement du Québec	Various unions	68,990	B/TENT	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B/MED/ TENT	Mar 10
City of Montréal	Various unions	9,160	ARB/CO	Dec 06/Aug 08

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Quebec (continued)				
Hydro-Québec	Engineers	1,490	B	Dec 08
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06
Ontario				
Ontario Hospital Association	SEIU	15,000	ARB	Oct 09
City of Toronto	IAFF	3,000	B	Dec 09
Manitoba				
Government of Manitoba	MGEU	13,500	B	Mar 10
Saskatchewan				
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	TENT	Mar 08/Mar 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
City of Saskatoon	CUPE	1,490	B	Dec 09
City of Regina	CUPE	1,200	B	Dec 09
British Columbia				
Community Social Services Employers Association	BCGEU	15,000	B	Mar 10
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Nunavut				
Government of Nunavut	NTA	640	MED	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Private Sector				
Quebec				
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	TENT	Apr 10
Ontario				
Construction Sector	Various unions	22,370	B	Apr 10
Loblaws Supermarkets Limited	UFCW Canada	15,390	MED	Jul 10
Zehrs Markets, division of Zehrmart Limited	UFCW Canada	11,340	MED	Jul 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	ARB	Apr 10
Hamilton Steel GP Inc.	USW	2,400	B	Jul 10
Leisureworld Inc.	SEIU	2,070	ARB	Apr 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10
Essar Steel Algoma	USW	590	CO	Jul 10
Alberta				
Canada Safeway Limited	UFCW Canada	10,725	B	Mar 10
XL Foods Lakeside Packers	UFCW Canada	2,100	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Private Sector (continued)				
British Columbia				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	7,500	B/TENT	Jun 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within the same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are indicated by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within the same union or in various unions are expiring, for example, either in July 2007 or April 2008, and their expiry dates are indicated by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Nothing to report.			
Federal Jurisdiction, Private Sector			
Nothing to report.			

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations (continued)			
Provincial and Territorial Jurisdictions, Public Sector			
Universities (Ont.)	Various unions	16,620	Apr/Jun/Aug 10
Government of Nova Scotia	NSTU	10,000	Jul 10
Government of Nunavut	PSAC	2,100	Sep 10
Provincial and Territorial Jurisdictions, Private Sector			
Nothing to report.			

Major Work Stoppages

Involving 500 or more employees, from **August 13 to August 26, 2010**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union and Employees	Issues	Starting	Ending
Sears Canada (Logistics Centre) Vaughan, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 540 warehouse employees	Not available	Apr 1/2010 Lockout	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Readers' Corner

For More Information

The *Workplace Bulletin* is available twice monthly.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

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PRIVACY STATEMENT